

 copy or cut out sections of this bulletin for branch or workplace newsletters

Two-tier workforce to go? But PFI opposition stays

by Chris Bartter
Communications Officer

UNISON Scotland has welcomed a new protocol signed by the Scottish Executive and the STUC designed to do away with the scandal of the two-tier workforce in PFI/PPP schemes across Scotland's public sector.

It requires all future contracts to incorporate compliance with it and sets down clearly that transfer of staff is not required to transfer risk.

As well as TUPE protection for any transferred staff, those employed by PFI/PPP projects after transfer should be given the same conditions.

UNISON Scottish Secretary Matt Smith said, "Although this protocol is not retrospective, it is a significant step forward in preventing future two-tier workforces in PFI and PPP schemes."

Full story on Page 2



See back page to order your UNISON sponsored Scottish Friends of Palestine calendar

Scottish offer could benefit up to 40,000 health staff

by Chris Bartter
Communications Officer

An offer from Scottish Health employers arising from negotiations to tackle low pay in the National Health Service in Scotland (NHSiS), was discussed by UNISON Scotland Health leaders on 29 November.

The Service Group Executive meeting agreed the principles behind the offer but asked the negotiators to continue with negotiations to clarify some of the details.

Jim Devine, UNISON's Scottish Organiser for Health said "This is a major step forward in the fight against low pay in the NHSiS."

"Building on deals done by

By year three, even with the basic pay offer on the table just now, these staff will have received a rise of 28%.

Jim Devine



branches around the country, we have come up with one of the most beneficial packages to tackle low pay in the Health Service.

"The SGE was clear that its priority in this matter is to tackle low pay across the NHS in Scotland"

The offer, from a consortium representing all NHS Boards in Scotland, consists of a minimum wage of £5.18 across the country,

rolling out the deal done in Lothian, and potentially benefiting nearly 15,000 ancillary staff.

In addition the offer involves the creation of a linked Admin & Clerical Grade 2/3, moving about 80% of Scotland's Grade 2 A&C staff onto this new grade (backdated to 1 December) with an immediate increase of nearly £400 a year.

By year three, even with the

basic pay offer on the table just now, these staff will have received a rise of 28%.

It would also remove the first three points from the Nursing Assistant payscale. This will benefit around 5,000 staff.

The training allowance for Medical Technical Officers (MTOs) will increase from £8,163 to £10,506, affecting around 1,000 staff.

It will also benefit Assistant Technical Officers and the bottom grade of Estates Officer. The ATO's are the biggest group to benefit within Professional and Technical grades.

Negotiations will continue to clarify some areas.

• Unofficial strike over - Page 4



Anger at attempts to confuse emergency roles

UNISON has roundly condemned attempts to confuse the roles of paramedics and emergency ambulance control staff as a way of putting pressure on striking firefighters.

Suggestions in the Bain report that firefighters should also carry out paramedic work and that emergency control rooms should be merged have prompted letters to Alan Milburn and George Bain.

Maggie Dunn, UNISON Senior National Officer said "It takes three years to train a paramedic. It is a highly skilled and specialist job."

"It is insulting to paramedics to suggest that firefighters could take over their role at an emergency."

David Forbes, UNISON Scotland's main officer for ambulance staffs added,

"This quite clearly shows some of the reasons why the Bain report is not acceptable. The home office has subsequently published a better researched report showing that one-stop control rooms may lead to 999 delays. (See page 3)

"Modernisation should be about providing better service - not reducing it."

Scotland's ambulance staff are themselves in negotiation for their pay increase and have recently voted for action short of strike action should negotiations fail.

- APF Forum report - p2
- Burns & South Africa - p2
- Website successes - p2
- Agenda for Change - p3
- L&G Conferences - p3
- Social Work response - p3
- Nursery nurses - p3
- Modernisation or cuts - Fire Service - p3
- Local Govt seminar - p4
- Action by 800,000 - p4
- Wolan Nani AIDS help - p4
- Canadian Social Work - p4

Burns competition with South Africa?

by Chris Bartter
Communications Officer

The Monday after Scotland's famous rugby win over the South Africans, Bill Speirs, STUC General Secretary, and members of the General Council took Ms Lindiwe Mabuza, the South African High Commissioner, to lunch.

Her Excellency suggested she should return the hospitality at a Burns Supper she was organising at South Africa House in London. She said she was going to avoid the 25 January - as she did not want to compete with Scotland.

Mike Kirby, our own Scottish Convenor, and member of the General Council, quipped, "On Saturday we saw that you cannot compete with Scotland!" The guest list for South Africa House is now

awaited with interest...

To help secure a place at the Burns Supper table for Mike, branches may wish to contribute to UNISON's favourite South African charity, Community HEART.

Formed by former Rivonia trialist Denis Goldberg, Community HEART promotes health, education and reconstruction in South Africa.

UNISONScotland contributes £1,000 per year to projects ranging from community nurseries and school computer projects in Soweto to books for schools in Eastern Cape.

To make a contribution contact Community HEART either via their website - www.community-heart.org.uk/donate/donate.htm or by post or phone at: Community HEART, UNISON Manchester, 3/5 John Street, Manchester M3 4DN. Tel 0161-254 7505.

Website course success

Last month, 13 branch activists attended a Communications & Campaigns Committee introductory course on web design and building. It took them from scratch through to getting online. In that very short time, through very hard work, everyone built the basis of a branch website.

See some at www.unison-scotland.org.uk/comms/training.html

Sorry if you were cut....

There was even greater pressure for space in this issue of *SiU*. Sorry if your story didn't make it or was cut - we always try to fit them in later.

Affiliated Political Fund Forum

Progress shows need to build on shared values

Public services need progressive reform but we must reject the wasteful use of PFI, General Secretary Dave Prentis told the Scottish Affiliated Fund (APF) Forum on 2 November.

Dave pointed to differences with the Government over that and issues like Iraq and responses to racism.

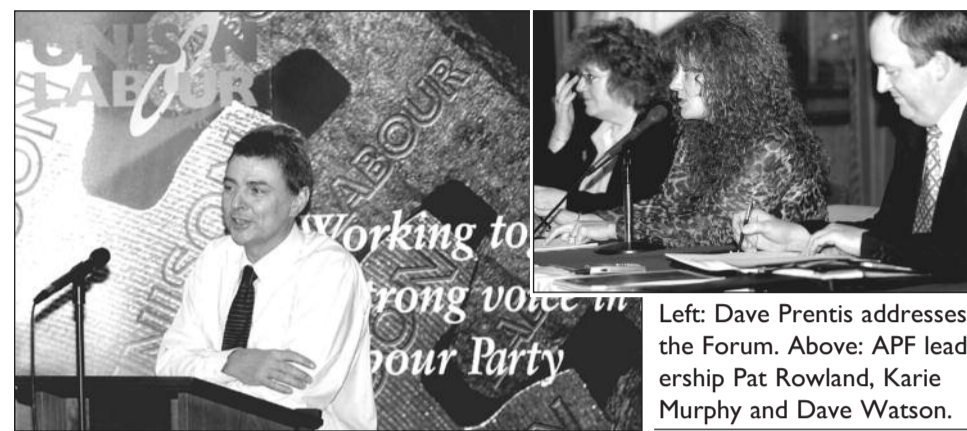
But he also stressed where UNISON had achieved progress - especially in the PFI Staffing Protocol (see this page).

"We are the Labour Party and we have shared values", Dave told 80 delegates, visitors and parliamentarians.

The union role was also taken up by Edinburgh Lord Provost Eric Milligan, opening the Forum. Political activity by trade unionists had played a key role in the history of Edinburgh. From the freeing of King James from the nobles, to universal suffrage.

That important role was underlined in the Scottish Labour Party Policy Forums leading up to this year's Scottish Conference.

The APF made important amendments but widely shared concerns about PPP were not reflected in the final papers.



Left: Dave Prentis addresses the Forum. Above: APF leadership Pat Rowland, Karie Murphy and Dave Watson.

With no provision for amending reports, the delegation felt obliged to vote against those which referred to PPP and only narrowly lost.

More accountability

The Forum backed a motion from Edinburgh calling for more accountability at Conference and supporting candidates who fight for policies UNISON supports.

Edinburgh and North Lanarkshire won support for more emphasis on international issues and pursuing UNISON's policies with Labour MPs - especially on a Middle East solution.

North Lanarkshire also called for funding to involve more Scots in sport.

With the likelihood of major changes at UNISON Conference this year, the APF Committee decided not to

change its structures just now but it will review membership in January and co-opt if needed to cover all parts of the UNISON Scotland organisation.

European Elections

All three existing MEPs were nominated and a variety of activities have been organised in support of UNISON member Bill Miller.

Budget growth

Anne McGuire, Minister of State for Scotland, told delegates that trade unions are part of the Labour family and we would all be weakened if we divided. While there were inevitable strains, we had a shared set of values which had held strong for a hundred years.

Andy Kerr Minister for Finance and Public Services outlined the recent spending review that had seen the

Scottish Executive budget grow from £16bn in 1997 to £26bn next year.

He wanted councils to be leaders in their communities and the Local Government Bill would give new responsibilities through community planning and the general power of 'well being' - long campaigned for by UNISON.

Scottish Questions

A panel including Rachel Squire MP, Eric Joyce MP, Scott Barrie MSP and Karen Gillon MSP answered delegates' questions on a range of reserved and devolved policy issues.

● UNISON has two political funds. The APF affiliated to the Labour Party and the non-affiliated GPF. Members can choose to join both, either or none.



I would like to meet with the STUC colleagues to build on this agreement and to start to address a number of matters relating to the 'fair employment' agenda.

Andy Kerr Minister for Finance and Public Services

Two-tier protocol applies across the public sector

From Page 1

"It is especially welcome that the protocol applies across the public sector and that it applies to new workers being employed under these contracts," said Matt Smith.

The STUC and UNISON have both been clear that this does not stop the unions' campaign against PFI/PPP.

Matt added "Quality services that people want, that are accountable, flexible, planned and delivered by a professional staff are next to impossible under PFI.

"It is still poor value for money, breaks up the public service team and leads to poorer services for the people of Scotland, so UNISON will still be opposing its introduction."

"Indeed this protocol will allow trade unions to get our arguments in much earlier in the PFI discussions, raising them before authorities take irrevocable decisions."

But this is a step forward and can be built on. Andy Kerr MSP in a letter to the STUC says, "I

this will allow trade unions to get our arguments in much earlier in the PFI discussions, raising them before authorities take irrevocable decisions

Matt Smith



would like to meet with the STUC colleagues to build on this agreement and to start to address a number of matters relating to the 'fair employment' agenda."

A summary of the main points of the protocol are below and on the website. A further briefing for branches will be issued shortly.

The key elements of the Protocol are:

* The Protocol covers all Public Service Organisations (PSOs) in Scotland who enter into a PPP contract.

* PPP is only one of several procurement options for public bodies. It is not the preferred option.

* Compliance will be a contrac-

tual requirement in PPP contracts.

* Emphasises the link between high quality services and good employment practices.

* PPP contracts will not be awarded only on the basis of lowest price. The best option will involve other factors including quality and good employment practices and bids will be evaluated on these grounds.

* Consultation with trades unions will start at the earliest stage and continue with full disclosure of information throughout the process. Openness should be the default approach.

* It is not a requirement of PPP that public sector employees

transfer. Where the contract includes services currently carried out by public service employees a range of options can be considered as part of the consultation with the trade unions including bids from DSO/DLOs.

* If staff transfer, TUPE (or the principles of TUPE) will apply except in certain exceptional circumstances. Other options including redeployment will be considered for staff who do not wish to transfer.

* Changes to terms and conditions require agreement between the new employer and the trade unions.

* New staff recruited to work on a PPP contract will be employed on terms and conditions which are no less favourable overall to those of transferred employees. They must also be offered pension arrangements, which are the same, or broadly comparable using admitted body status where possible. This ends the two tier workforce for future PPP contracts.

* There will be monitoring and review of PPP schemes and the protocol.

NHS Agenda for Change published but leaks condemned

by Chris Bartter
Communications Officer

UNISON has condemned the use of press leaks of the negotiations on the new pay structure in the NHS - Agenda for Change - in an attempt to undermine the firefighters dispute.

Jim Devine, UNISON's Scottish Organiser for Health said "These kind of leaks, coming before the NHS unions have been able to put any proposals before members,

show contempt for the four years of detailed negotiations that have taken place. UNISON will not allow these proposals to be used as a political football to try and undermine the firefighters dispute."

On the proposals themselves, the Health Group Executive agreed to start an extended period of consultation. Jim Devine said, "We are very concerned that talk about massive pay rises for health workers is misleading and could raise

false expectations.

"Agenda for Change is about modernising what was an extremely outdated and antiquated pay system. It was set up to tackle the inequalities and demarcations rife across the whole of the NHS.

"These proposals affect a million staff working in the NHS across every occupation. They are extremely complex and cover almost all areas of pay and conditions.

"UNISON will be embarking on

a wide-ranging information and consultation process before any agreement can be reached. The proposals are very complex and the process of consulting with our members will be a lengthy one. We do not expect any agreement to be reached before the spring."

● **The new pay structure and 'Agenda For Change' summary are on the website at www.unison-scotland.org.uk/nhs/agenda.html.**

Social Work: Problems stretch across the service

by Mike Kirby Scottish Convenor

UNISON has submitted evidence to a Cosla Working Party on recruitment and retention in the social work workforce.

Our evidence stresses that the problems facing the social work and social care workforce are wider than the high profile staff and resource shortages in Children and Family care, but range across field work, residential, home care and day care etc.

Pay is top of the agenda, but education and training, staffing levels and support for front line staff are all highlighted.

The Cosla survey of all 32 local authorities in Scotland is due to report in January/February 2003.

Lesbian and Gay Conference puts off redefinition

by Andrew Burns
Scottish Lesbian & Gay Cttee

UNISON's 10th* National Lesbian and Gay Conference, held in Plymouth, put off a redefinition of the Self Organised Group into the Lesbian, Gay, Bisexual and Transgender Group, agreeing to have more discussion with members affected by the issue and revisit this debate next year.

This was the biggest debate of the weekend, but around 15 delegates from Scotland and Scottish Branches played a very active role in the conference with 13 motions, four amendments and two emergency motions submitted.

An important motion jointly submitted by Scotland and Northern Ireland, was one on Sectarianism. This also led to links being established between the Scottish,

Northern Irish and Greater London Regions, with a view to joint work/training.

National Lesbian and Gay Conference is traditionally motion based, with various guest speakers.

This year, however, the introduction of discussion groups to look at issues like Legislation, Transgender Rights and Health & Social Care for Lesbians and Gay Men, pre-empted a motion submitted by Scotland calling on the National Lesbian and Gay Committee (NLGC) to look at conference structures to allow for more participation and improved attendance.

Scottish AGM

A good attendance at the Scottish AGM in Dundee vindicated the Committee's decision to meet there as part of a package of measures to develop Lesbian and Gay self-organisation

in the Tayside area.

Importantly a number of new members were able to attend the AGM and agreed, to join the SLGC.

The general theme of the AGM was "What has the Scottish Parliament ever done for us?"

Kate McLean MSP, Chair of the Equalities Committee at the Scottish Parliament gave a presentation followed by an hour-long question and answer session, where she was duly grilled!

● If you would like to find out more about L&G self-organisation or the conference, please contact Neil MacInnes 07810 358 139.

**I know what you're thinking... how did we get to our 10th anniversary before UNISON? Well it's pretty boring really; we had two conferences in our first year*



Neil MacInnes and Raymond Brown at the International Lesbian and Gay Association Conference in Lisbon. The Conference will be in Glasgow next year.

Nursery Nurses face crunch meeting

Scotland's local government service group have called a delegate meeting of nursery nurses on 15 January, to discuss the claim for pay, grading and proper recognition of the work they do.

The claim, which was submitted to all Scottish Councils early this year, forced Cosla to establish a joint working party to examine the position. It is due to have its final scheduled meeting in December.

Chair of UNISON Scotland's Nursery Nurses Working Party, Carol Ball said,

"It is rapidly coming to the time that Scotland's Nursery Nurses will need to come to a decision. Unless the Cosla working party comes up with a clear way forward, action may have to be on the agenda."

Fire Service: 'Modernisation' all too often just means cuts

by John Stevenson
SiU Editor

As SiU went to press, firefighters' leader Andy Gilchrist revealed that cuts planned as part of 'modernisation' would be equivalent to closing the Fire Service in Scotland.

Speaking as the Fire Brigades Union (FBU) Executive were about to meet on 2 December to consider any new offer or further strike plans, Andy said:

"The Government has made it clear through the Employers' that no new money is available for the Fire Service and that any modernisation must be funded by cuts in fire cover"

And the FBU in Scotland has exposed Government propaganda about 'modernising' in reducing

night shift cover by revealing telling UK-wide statistics from last year.

On the night shift:

- 241 people died, 92 more than during the day
- Over 7,000 people were injured, nearly 5,000 more than during the day
- More than 22 children died, more than double the amount during the day.
- 117 over-59s died, 34 more than during the day
- More than 1,100 children were injured, double the amount during the day
- 1,248 over-59s were injured.

The STUC has called on the Scottish Executive to pressure Whitehall into getting talks going again and throughout Scotland UNISON members have been visit-



Coatbridge FBU pickets

ing picket lines, joining the rally in Glasgow on 23 November, a rally in Edinburgh on 28 November and getting ready for the TUC rally in London on 7 December.

Branches have invited speakers and local workplaces across the country have been holding collections and sending messages of support.

Delegates to the National

Communications Forum in Doncaster were welcomed to the picket lines by local FBU members.

Joint control risk

UNISON members know only too well that 'modernisation' all too often just means cuts and they have been hearing at first hand what this means in the fire service.

For example, much has been made of joint control rooms (see front page). But a report commissioned by the Government itself in 2000 concluded there is 'significant risk' of slower response times with merged call taking, one reason being that staff taking calls for fire, police and ambulance, would have less expertise in each specific discipline.

There is also perhaps deliberate confusion over what firefighters actually do. The FBU Firefighter magazine notes that:

"Encouraged by successive governments we have been doing more and more over and above our responsibilities as laid down in the Fire Services Act 1947 and the Fire Precautions Act 1971".

No recognition

"We have also taken on specialist activities such as offshore fire fighting, line rescue, animal rescue, heavy rescue.

"Many firefighters now provide trauma care and oxygen therapy. And we now carry out time-consuming Community Fire Safety initiatives.

"But the government does not want to recognise this. Even though it says it believes pro-active fire-fighting is the future. Even though by taking on new responsibilities we have dramatically cut the amount of death, injury and damage to property".

Scottish Friends of Palestine 2003 Calendar

UNISONScotland has sponsored a calendar produced by Scottish Friends of Palestine (see front page).

The calendar highlights the plight of the young people of Palestine, and as we move towards the festive period why not take some time to support the Palestinians in their struggle?

A simple way to do this is to buy further copies of the calendar and give them to colleagues, friends and family.

Order them from:
Simon Macfarlane
28 Sandbank Crescent
Glasgow G20 0PR
sending £2 per calendar
(cheques made to Scottish Friends of Palestine)

Partnership and work-life balance head Local Government policy discussion

by Stephanie Herd
Chair LGSGE

Discussions in November's Scottish Local Government Service Group Executive's (SGE) Policy Seminar, centred round the STUC/ Scottish Executive Protocol on PPP, Partnership working, work-life balance and the SGE's own structures

Scottish Secretary Matt Smith introduced the two-tier workforce protocol. This was cautiously welcomed and the SGE wants to use it with local employers to try and achieve retrospection for those already facing unfair employment practices and already suffering under the two-tier workforce.

The SGE also agreed to raise the protocol with Cosla, and to provide

information briefings and training for local branches.

A useful and thought provoking workshop on work/life balance, was led by Eileen Dinning, UNISONScotland Women's Officer. Changes in legislation regarding equalities are proposed in the Local Government Bill, and this will push the issue onto the agenda.

This information would be usefully shared with branches, in particular to link up with best value, single status, recruitment and retention and other collective bargaining issues. Eileen's slides are available on the Scottish website.

Graham Smith and Stephen Boyd of the STUC gave a presentation on the STUC's model of Partnership Working. This stimulated plenty of discussion and the SGE established

a short term working group to look at models of partnership working.

The changes in public service delivery mean that the SGE needs to review and reassess its structure. The committee agreed on an option to develop a structure incorporating local authority branches, other sectors and Non Departmental Public Bodies.

The SGE finalised a draft consultation paper reviewing its structures and agreed a timetable for a comprehensive consultation exercise. Consultation will start within the next couple of weeks. The proposed framework is on the Scottish website

This was useful and productive seminar, and thanks are extended to staff who worked hard to organise it, and to members and guests who participated.

800,000 plus take industrial action

By Angela Lynes,
Chair National Industrial Action Committee



This year has been a particularly busy one for UNISON's Industrial Action Committee. There have been around 90 ballots, involving some 25,000 members. This doesn't include 750,000 members who took action over the pay claim for Local Government in England, Wales and Northern Ireland or the 55,000 members employed in London Boroughs who are still taking discontinuous action over the London weighting.

Disputes have included pay and grading, fundamental terms and conditions, dismissal of UNISON officials, car allowances and compulsory transfers of staff.

Many branches involved in ballots and industrial action contacted the national organisation for help and advice. So much so that in October the committee agreed to produce a handbook covering ballot procedures, advice on the law governing industrial action, control of disputes, payment of strike pay and related matters.

The committee also noted its thanks to those branches who responded to the consultation exercise issued earlier this year. The handbook will be issued in the new year after approval by the NEC.

At a time when emotions are high, and news reports claim a new militancy within trade unions, I would say that the people who come to the Industrial Action Committee on behalf of their members do so because of the way members are being treated by their employers, not because they are militants out to cause discontent.

Our union has proved repeatedly this year that employers and governments must listen to the concerns of our members. Success is also something that should be shared and the committee is looking at better ways to publicise successes.

Unofficial strike

As we went to press, members in North Glasgow Hospitals had just returned to work after being on unofficial strike from 7 November.

Their local dispute was on similar issues to those involved in the Scottish offer on page 1.

UNISON officials had previously asked members to return to work pending national talks.

We want to hear your news

Won any deals or cases for members? Any 'people' stories we could use? *SiU* is your paper, we want to hear your stories.

Your *SiU* contacts are:

John Stevenson (Editor) 0131 220 5655

Chris Bartter 0870 7777 006,

FAX PRESS RELEASES to
0141-331-1203

E-mail: comms@unison-edinburgh.org.uk

Fife Branch supports African HIV/AIDS initiative

by Roddie Cameron
Fife Branch

UNISON Fife branch is supporting the work of South African HIV/AIDS initiative Wola Nani by selling beaded red ribbons made by the project's clients. So far over £1000 has been raised.

Branch Lesbian and Gay Convenor, Alec Deary, said: "As well as raising money for the project by selling ribbons we hope to raise awareness of the African HIV/AIDS crisis."

Wola Nani, Xhosa for "we embrace and develop each other" was formed to help people living with HIV/AIDS



access the services they need and to create opportunities for them to help themselves.

Wola Nani facilitates job creation programmes for individuals and families affected by the virus and offers community sup-

port services such as counselling and childcare.

More than 1 in 5 South Africans are HIV positive. AIDS in South Africa hits the poor with particular vengeance. For those lucky enough to have work, it is estimated that their income supports nine others.

As Alec says: "Although in the UK we can't begin to think on the huge scale of the crisis facing Wola Nani we can do a great deal by supporting the work they do."

More information is on the Fife branch website www.unison-fife.org.uk and ribbons are available from the branch office, phone (01592) 412222.



Stephen in Kurdistan

Stephen Smellie, South Lanarkshire Branch, in a meeting in the Kurdish area of Turkey. He was part of a delegation organised by Peace in Kurdistan, a London based campaign group highlighting the plight of the Kurdish people.

Left to right; Abdullah Dermibas (Chair, Egitim Sen, teachers union, Diyarbakir Branch), Stephen Smellie, Mayor of Diyarbakir, David Morgan (Kurdistan Solidarity Committee), Alain Houseman (MSF London Region)

Social Work lessons from Canada visit

As a long time trade union activist, it was somewhat strange, but very pleasing, to find myself travelling to Maritime Canada in November as the winner of the Association of Directors of Social Work Travel Award for 2002.

My "mission" was to visit remote and rural locations in Cape Breton (Nova Scotia) and Western Newfoundland, to see how front line social workers delivered services.

The present crisis in social work in this country added an interesting dimension to the trip. A news item in Nova Scotia concerned overburdened workers and demands for more staff.

Spending restraint seems to feature generally and most workers I met complained about the absence of resources.

However, morale was generally

Colin Turbett, Chair North Ayrshire Branch, reports on how front line Social Workers deliver services in Canada

better than in Social Work Departments in Scotland - in Canada social workers enjoy respect and credibility.

With this higher status come drawbacks. With little more financial reward, registered social workers are responsible for their own professional development, and in the rural areas I visited, experienced little meaningful management support or supervision.

These are issues we will have to consider carefully as we approach registration in Scotland.

Most social workers I met expressed a fine trade union consciousness and were pleased to receive the UNISON badges and

freebies I took with me.

In Nova Scotia they envied our unity and organisation - as in other provinces representation was fragmented.

Hospital based workers I met were all in the Canadian Auto Workers Union, while those in child protection (who all work for a voluntary agency) were in the Canadian Union of Public Employees.

Newfoundland government workers are stronger, overwhelmingly organised in the Newfoundland and Labrador Association of Public Employees.

Last year their 18,000 members struck for better pay, winning a substantial settlement after just three days - by that time communications in the province were at a standstill. *The snowplough drivers were members - unity was indeed strength!*

Both provinces have much in